

Cyngor Sir Powys County Council

Single Integrated Impact Assessment (SIIA)

The integrated approach to support effective decision making



The **Single, Integrated, Impact Assessment (SIIA)** toolkit incorporating Welsh Language, Equalities, Well Being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management supporting effective decision making and ensuring compliance with respective legislation.

There are a number of pieces of legislation that Powys County Council is subject to, which require us to carefully consider how we make decisions:

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

This specifies that the Council must have due regard to:

- **Eliminate** discrimination, harassment and victimisation
- **Advance** equality of opportunity between people who share a relevant protected characteristic and those who do not;
- **Foster** good relations between people who share a protected characteristic and those who do not.

And must:

- Remove or minimise disadvantages experienced by people due to their protected characteristics
- Take steps to meet the needs of people from protected groups.
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

Wellbeing of Future Generations (Wales) Act 2015

The Wellbeing of Future Generations Act will from April 2016 require all public bodies to demonstrate that we are improving social, economic, environmental and cultural wellbeing, whilst also looking to the future, planning for the long term and ensuring that we don't compromise the ability of future generations to be able to do the same. This is called sustainable development.

The Act sets out 7 Wellbeing Goals:

- **A Prosperous Wales**
- **A Resilient Wales**
- **A Healthier Wales**
- **A More Equal Wales**
- **A Wales of Cohesive Communities**
- **A Wales of Vibrant Culture and Thriving Welsh Language**
- **A Globally Responsible Wales**

We have to demonstrate how we are contributing to all of these goals and following the 5 **Sustainable Development principles**:
Long term, Integration, Collaboration, Involvement and Prevention

Welsh Language (Wales) Measure 2011

- Gives the Welsh language **official status** in Wales
- Establishes the principle that the Welsh language should be treated **no less favourably** than the English language
- Requires public authorities to **comply with standards** relating to Welsh language provision

The Policy Making Standards relate to assessing the impact of policies and decisions on opportunities for persons to use the Welsh language, and on treating the Welsh language no less favourably than the English language. The Council must therefore consider the Welsh Language when we are developing policies and strategies or when considering new ways of providing services.

Integrated Risk Assessment (Legislative Frameworks) - Whilst there is no formal legislation which stipulates that we must formally manage our risks, it is good practice to undertake risk management which is a process that aims to help assess, evaluate and take action on risks with a view to increasing the probability of success and reducing the likelihood of failure to ensure that 'business as usual' is maintained, and which should be regularly monitored to ensure control of our identified risks where required. The outputs from effective risk management include compliance, assurance and **enhanced decision making**. These outputs provide benefits by way of improvements in the efficiency of our operations, successful delivery of our change projects and the efficacy of our corporate objectives.

Risk management should be a continuous process that supports the development and implementation of our corporate planning and budget setting processes. Plans typically focus on a desired future, which is underpinned by a set of reasonable assumptions. However, each of these assumptions carries a level of uncertainty and risk. Using identified risks in the both the corporate planning and budget setting processes will ensure that we make informed decisions based on the current level of risk, and are fully aware of how the risks could either have a negative impact on our ability to deliver our objectives, or how we can exploit opportunities and take advantage of these. Achieving our targeted performance is dependent upon the ability to manage our risks. As we move towards becoming a commissioning council we need to become more intelligent about the risks which we take in order that we can sustain our services with a continually reducing budget. Equally important we must be aware of the risks to avoid to ensure we protect our customers, reputation and financial stability.

The implementation of suitable risk responses should also form part of our corporate planning process, to provide appropriate mitigating controls to our risks based upon the impact and probability identified in the risk assessment process. Risk Management is high on the agenda of Cabinet and Management Team who view the **Risk Register** on a quarterly basis, along with Audit Committee and the Scrutiny Committees. The monitoring process is also embedded in Quarterly Performance Review meetings to ensure that Portfolio Holders are aware of risks within their respective areas.

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Service Area	Income & Awards	Head of Service	Mark Evans	Strategic Director	David Powell
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Policy / Change Objective / Budget Saving	Council Tax Premiums
Outline Summary	
The Council has discretionary powers, through Legislation, to charge up to a 100% Council tax premium for long-term empty properties and properties that are periodically occupied. Charging a premium will encourage owners of long-term empty and periodically occupied properties to take positive steps to bring properties back into full occupation, through the sale or renting of such properties.	

1. SIIA Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	David Morris	Professional lead- Income & Awards	28/01/2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	Inherent Judgement (I; U; P; N; F; G; E)	What will be done to better contribute to positive or mitigate any negative impacts?	Source of Outline Evidence to support judgement	Residual Judgement (I; U; P; N; F; G; E)
Supporting people in the community to live fulfilled lives	No Impact	N	N/A		
Developing the economy	Positive Impact	F		Council's empty homes strategy & consultation & engagement analysis	F
Improving learner outcomes for all, minimising disadvantage	No Impact	N	N/A		
Remodelling council services to respond to reduced funding	Positive Impact	G	N/A	Assist Council in delivering a balanced budget	G

3. How does your policy / change objective / budget saving impact on the Welsh Government's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	Inherent Judgement (I; U; P; N; F; G; E)	What will be done to better contribute to positive or mitigate any negative impacts?	Source of Outline Evidence to support judgement	Residual Judgement (I; U; P; N; F; G; E)
A prosperous Wales: Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	None	N			
A resilient Wales: Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change).	None	N			
A healthier Wales: People's physical and mental well-being is maximised and health impacts are understood.	None	N			
A Wales of cohesive communities: Communities are attractive, viable, safe and well connected.	By increasing the availability of safe & secure housing stock within communities.	F		Welsh Government strategy of "better homes for people in wales" & consultation & engagement analysis	F
A globally responsible Wales: Taking account of impact on global well-being when considering local social, economic and environmental well-being.	none	N			
A Wales of vibrant culture and thriving Welsh language: Culture, heritage and Welsh language are promoted and protected.	none	N			
<i>Opportunities for persons to use the Welsh language</i>					

<i>Treating the Welsh language no less favourable than the English language</i>					
<i>Opportunities to promote the Welsh language</i>					
<i>People are encouraged to do sport, art and recreation.</i>					
A more equal Wales: People can fulfil their potential no matter what their background or circumstances.	None	N			
<i>Age</i>					
<i>Disability</i>					
<i>Gender reassignment</i>					
<i>Marriage or civil partnership</i>					
<i>Race</i>					
<i>Religion or belief</i>					
<i>Sex</i>					
<i>Sexual Orientation</i>					
<i>Pregnancy and Maternity</i>					

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	Inherent Judgement (I; U; P; N; F; G; E)	What will be done to better contribute to positive or mitigate any negative impacts?	Source of Outline Evidence to support judgement	Residual Judgement (I; U; P; N; F; G; E)
Sustainable Development					
Long Term: Balancing short term need with long term and planning for the future.	N/A	N			
Collaboration: Working together with other partners to deliver.	N/A	N			
Involvement: Involving those with an interest and seeking their views.	N/A	N			
Prevention: Putting resources into preventing problems occurring or getting worse.	N/A	N			
Integration: Positively impacting on people, economy and environment and trying to benefit all three.	Increasing availability of housing stock within the market place.	F		Councils empty homes strategy document. Consultation & engagement analysis	F
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	N			
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	N			
Corporate Parenting: Enabling our looked after children to fulfil their potential.	N/A	N			

5. What is the risk associated with this Policy / Change Objective / Budget Saving?

Description of risk	Impact (severity)	Probability (deliverability)	Inherent Risk
No risk	None	High	None
Does it have potential to impact on another service area?			
Yes- Private sector housing team – through increased owner contact regarding initiatives such as loan products and Welsh Government’s houses into homes and town centre Loan schemes.			

6. Is there additional evidence to support the Single Integrated Impact Assessment (SIIA)?

What additional evidence and data has informed the development of your proposal?
None

7. Policy / Change Objective Impact Assessment Summary and Judgement

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:		
No risk of impact. If it is determined to charge a premium it would not be on the owner’s main residence, however be in respect of a long-term empty or second/holiday home.			
Judgement (to be included in Corporate or service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

8. Mitigating Actions

Action	Residual Risk
None	

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The number of long-term empty properties & periodically occupied properties will be tracked & monitored.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	David Morris		28/01/2016
Head of Service:	Mark Evans		02/02/2016
Strategic Director:	David Powell		11/02/2016
Deputy Leader Council	Cllr R Graham Brown		12/02/2016